

IMPROVEMENT DISTRICT NO. 4 WATERTON

Workforce Report

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Executive Summary

Improvement District No. 4 Waterton presents the picture of a very small community with a narrow employment base, a workforce centered on a usual workplace, and an education profile concentrated in a few credential levels. In 2021, most recorded workers were tied to a regular workplace, with a smaller group working from home and no reported workers with a fixed-free or outside-Canada work location. Educational attainment among residents aged 15 and over was tilted toward high school completion and bachelor's degrees, with no recorded residents lacking a certificate, diploma, or degree in the categories provided. The overall profile is compact and unevenly distributed rather than broad across many categories.

The strongest pattern in the labour market is decline in participation and employment over the last decade, especially between 2016 and 2021. The labour force participation rate fell from very high levels in 2011 and 2016 to 65.2% in 2021, while the employment rate dropped from 100.0% in 2011 and 90.0% in 2016 to 60.9%. Employment still represented the largest labour force status group in 2021, but the number outside the labour force had risen sharply, leaving a substantial non-participating segment alongside a small unemployed group. Work activity was mixed: part-year or part-time work remained slightly more common than full-year full-time work, yet full-year full-time employment increased over five years. Worker class also leaned toward stability, with permanent positions outnumbering casual, seasonal, or short-term jobs.

The district's job structure is highly concentrated in service activity. Among resident workers in 2021, arts, entertainment and recreation was the largest industry, with only limited presence elsewhere. By 2025, employment located in the district was dominated by accommodation and food services, far exceeding every other sector despite a recent one-year decline, while retail trade, arts and recreation, transportation, public administration, and health care remained much smaller. Occupations among employed residents were similarly concentrated, led by sales and service and business, finance and administration. The result is a small labour market that remains active but has become less engaged over time and is strongly shaped by a handful of service-oriented roles.

Place of Work Status

Usual workplace remained the largest category in Improvement District No. 4 Waterton in 2021 at 50 people, down 37.5% from 2016. Working at home rose to 15 people, while no fixed workplace address fell to zero.

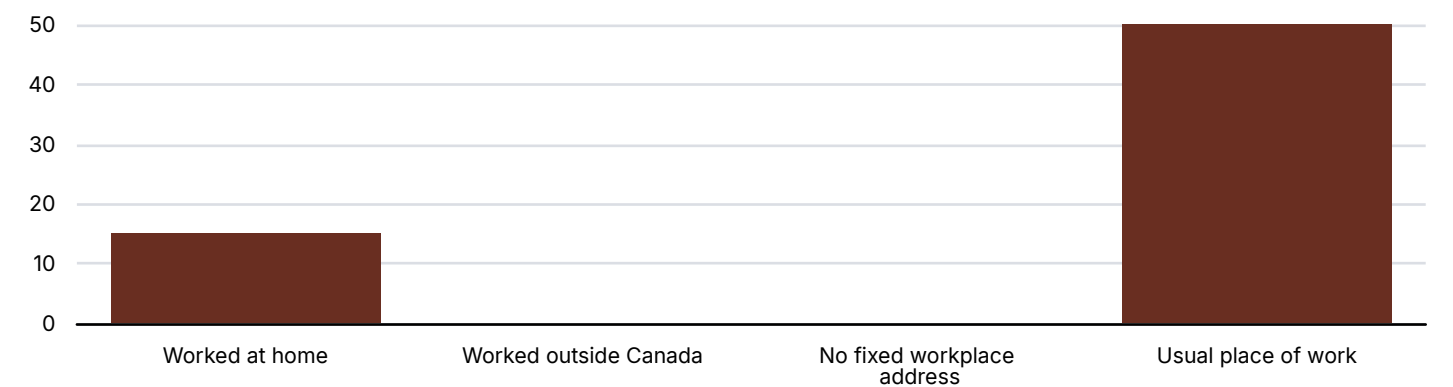


Figure 1.1: Shows whether people work from home, at a usual workplace, or at no fixed workplace. It helps indicate how work is organized across locations. (Improvement District No. 4 Waterton, 2021)¹

In 2021, employment in Improvement District No. 4 Waterton was concentrated in a usual workplace, with 50 people in that category, while 15 people worked at home. No one was recorded as working outside Canada or at a no fixed workplace address. The longer-term changes point in different directions. Usual workplace employment fell 37.5% over five years, while no fixed workplace address dropped 100%. Home-based work had no reported five-year change.

In Improvement District No. 4 Waterton, place of work in 2021 was centered on a usual workplace, with 50 people reporting that status. Another 15 people worked at home, while 0 had no fixed workplace address and 0 worked outside Canada. The pattern suggests a small local workforce with limited variety in work arrangements. Compared with the other reported categories, usual workplace work was clearly the dominant arrangement, with home-based work a smaller but present share.

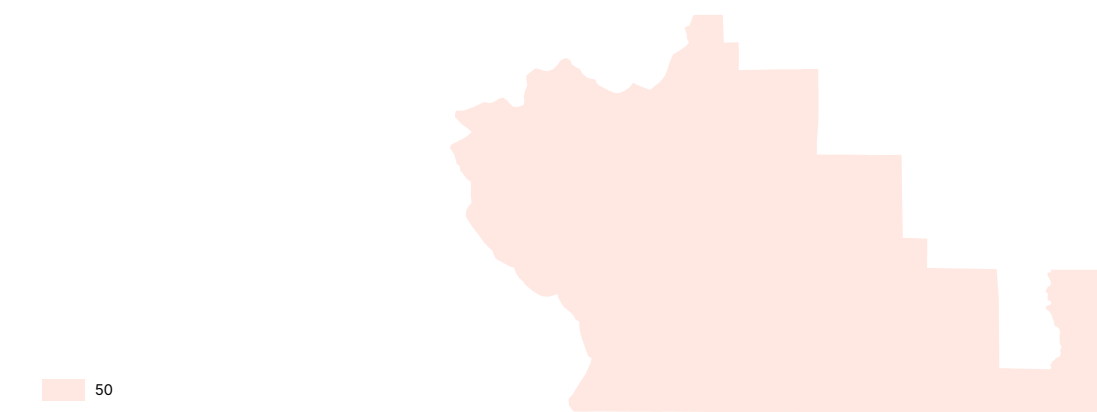


Figure 1.2: Distribution of Largest Group: Place Of Work Status - Usual place of work (Improvement District No. 4 Waterton)¹

High School Completion

In Improvement District No. 4 Waterton, high school diploma holders were the largest group in 2021, at 105 people, while 0 people had no certificate, diploma or degree among residents aged 15 and over.

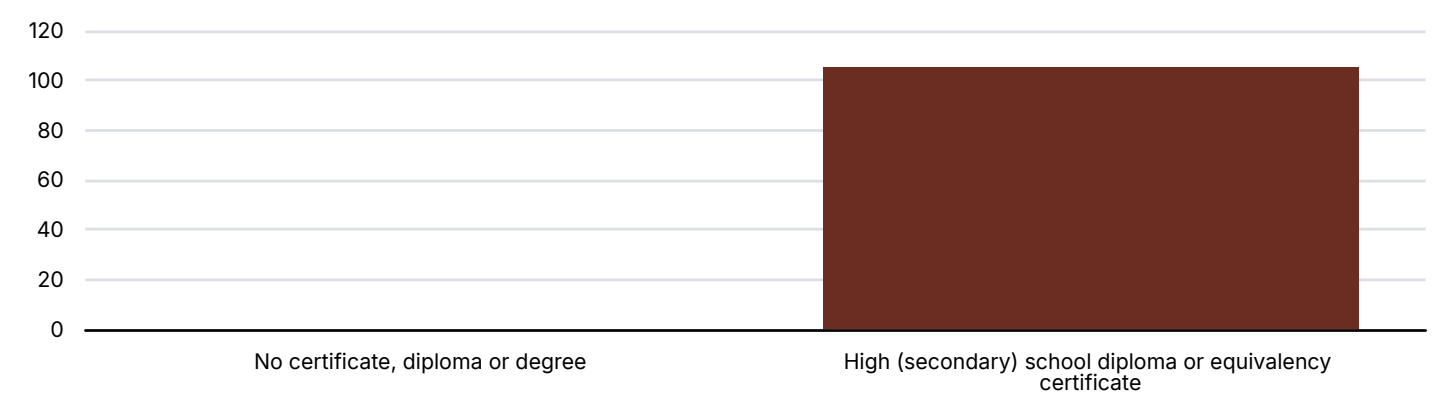


Figure 2.1: Shows whether residents have completed high school or an equivalent credential. It helps indicate a basic foundation for workforce participation and further study. (Improvement District No. 4 Waterton, 2021)¹

In 2021, Improvement District No. 4 Waterton showed a very limited high school completion profile in the available census data. Among residents aged 15 and over in private households, 105 people had a high school diploma or equivalency certificate, while 0 had no certificate, diploma or degree. The figures suggest all recorded residents in this dataset had completed high school, but the table provides only these two categories, so no broader completion rate can be derived from it.

In 2021, Improvement District No. 4 Waterton showed a very concentrated high school completion profile among residents aged 15 and over in private households. The census profile records 105 people with a high school diploma or equivalent certificate and 0 people with no certificate, diploma or degree. That leaves no recorded non-completion in the figures provided. The pattern suggests a fully completed profile within the reported categories, with all counted residents in this measure reaching at least high school level.

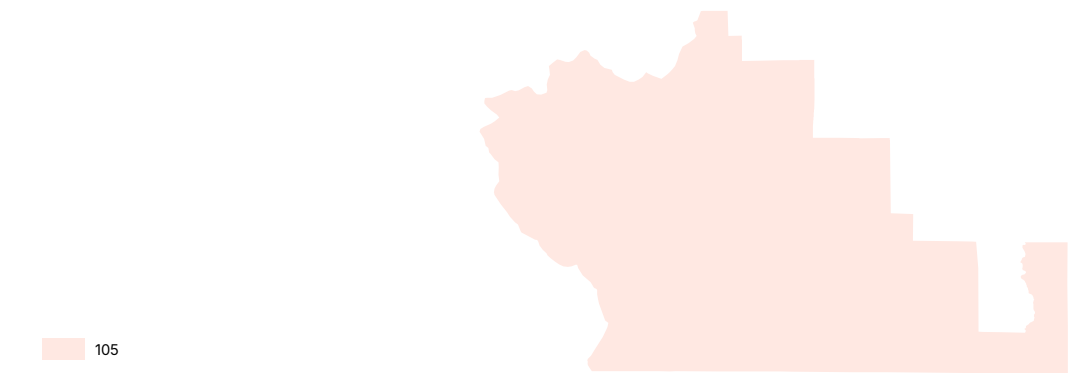


Figure 2.2: Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Improvement District No. 4 Waterton)¹

Labour Force Participation Rate

Improvement District No. 4 Waterton’s labour force participation rate was 65.2% in 2021, down 27.6% from 2016 and 27.7 percentage points from 2011, when it stood at 92.9%.

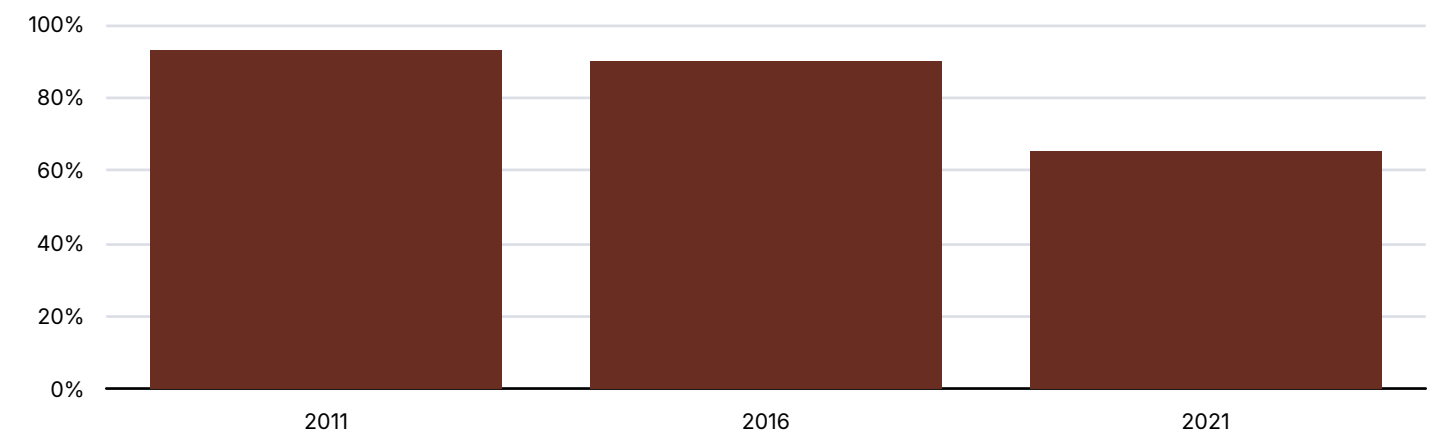


Figure 3.1: Shows the share of the working-age population that is employed or actively looking for work. It helps indicate the level of labour market engagement. (Improvement District No. 4 Waterton, 2011-2021)¹

Improvement District No. 4 Waterton’s labour force participation rate was very high in 2011 and 2016, then fell sharply by 2021. It stood at 92.9% in 2011, edged down to 90.0% in 2016, and then dropped to 65.2% in 2021. The 5-year change from 2016 to 2021 was -27.6%, compared with -3.1% over the previous five years. The pattern points to a marked recent decline in labour market engagement.

Improvement District No. 4 Waterton had a labour force participation rate of 65.2% in 2021, down from 90.0% in 2016 and 92.9% in 2011. Even with that decline, it remained above several nearby places in 2021, including Claresholm at 52.6%, Pincher Creek at 57.2%, and Cardston at 54.5%. It was also close to Pincher Creek No. 9 at 65.8%. The pattern suggests a sharp recent drop, but participation in Waterton still sat in the upper part of this regional group.

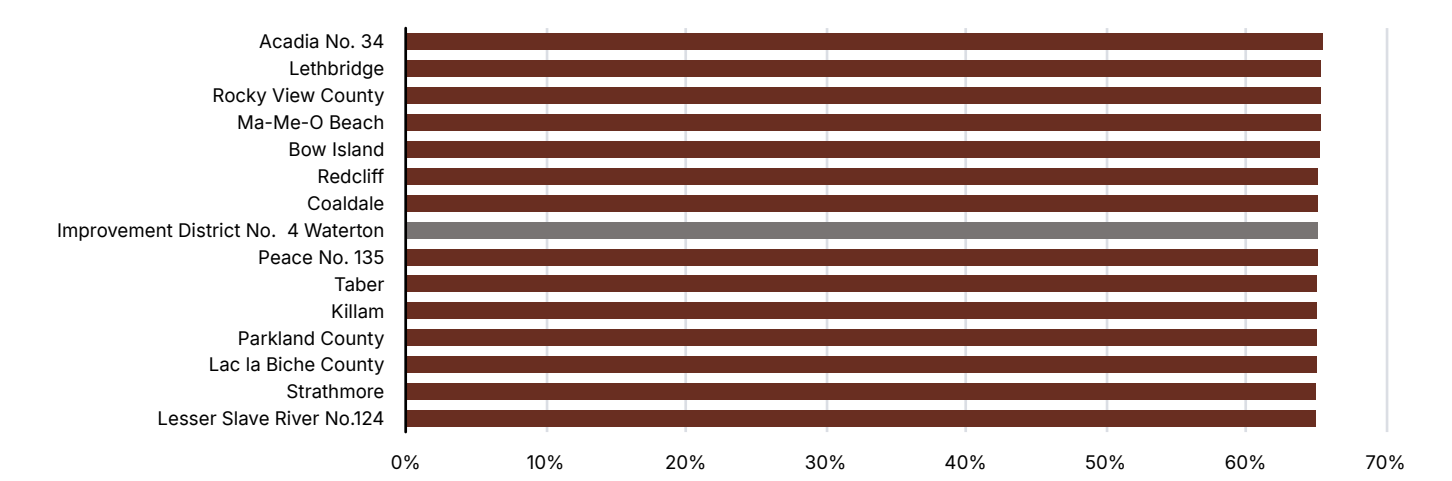


Figure 3.2: Comparison of Labour Force Participation Rate with other locations (Improvement District No. 4 Waterton, 2021)¹

Labour Force Status

In Improvement District No. 4 Waterton, employed residents remained the largest group in 2021 at 70.0%, down from 90.0% in 2016. Those not in the labour force rose to 40.0%, while unemployed was 10.0%.

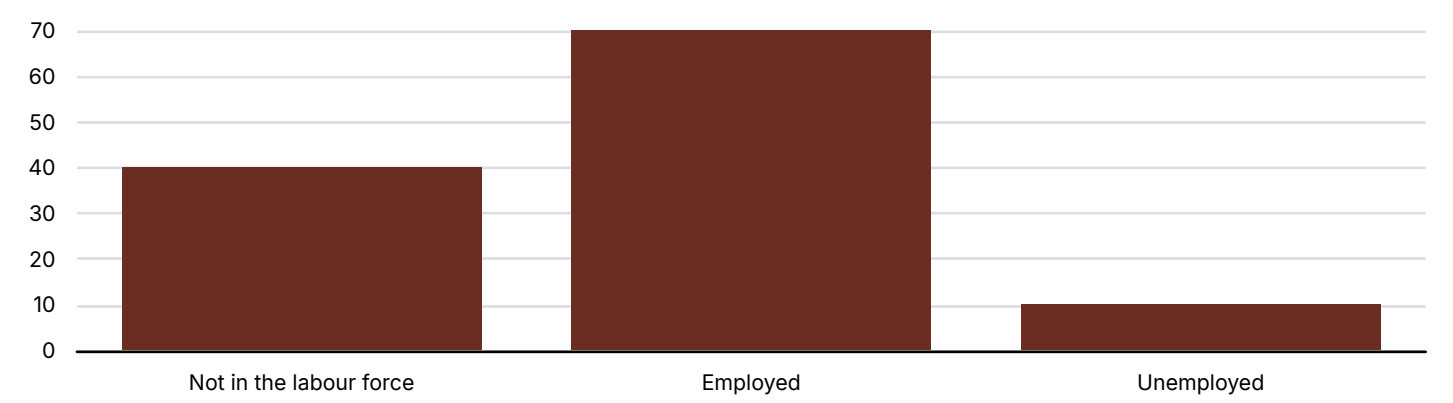


Figure 4.1: Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Improvement District No. 4 Waterton, 2021)¹

In 2021, labour force status in Improvement District No. 4 Waterton showed a small but clear employed group alongside fewer residents outside the labour force and a smaller unemployed group. Of the population aged 15 years and over, 70 people were employed, 40 were not in the labour force, and 10 were unemployed. The pattern suggests a labour market with participation, but also a notable share not active in it.

In Improvement District No. 4 Waterton, the labour force status picture in 2021 was modest in scale and fairly balanced between work and non-participation. Among people aged 15 and over, 70 were employed, 10 were unemployed, and 40 were not in the labour force. That means employment accounted for the largest share, but a substantial group was outside the labour market. In the descendant dissemination area, employment was down 22.2% over five years, while those not in the labour force rose 300%, suggesting a shift away from labour force participation.

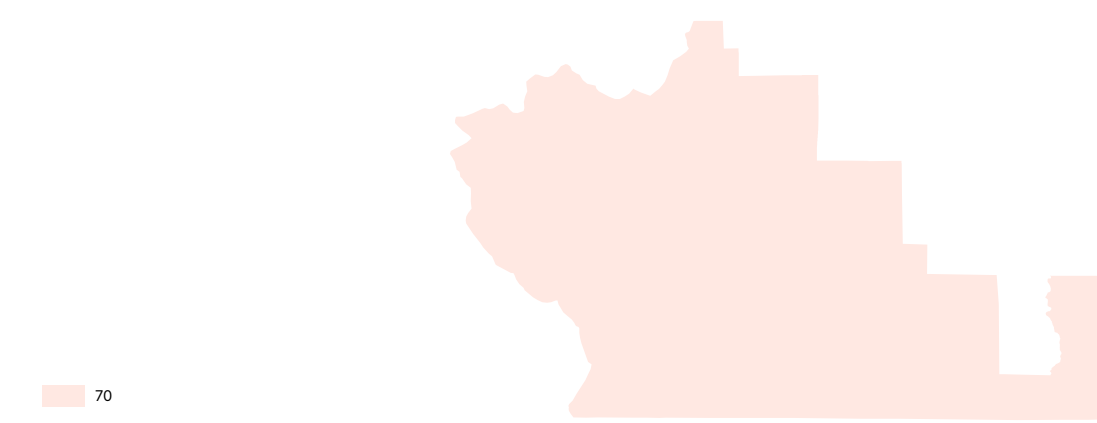


Figure 4.2: Distribution of Largest Group: Labour Force Status - Employed (Improvement District No. 4 Waterton)¹

Highest Education Level

Bachelor’s degree holders were the largest group in 2021 at 45 people, up 50% from 2016. High school diploma holders rose to 30, while apprenticeship credentials fell to zero, down 100%.

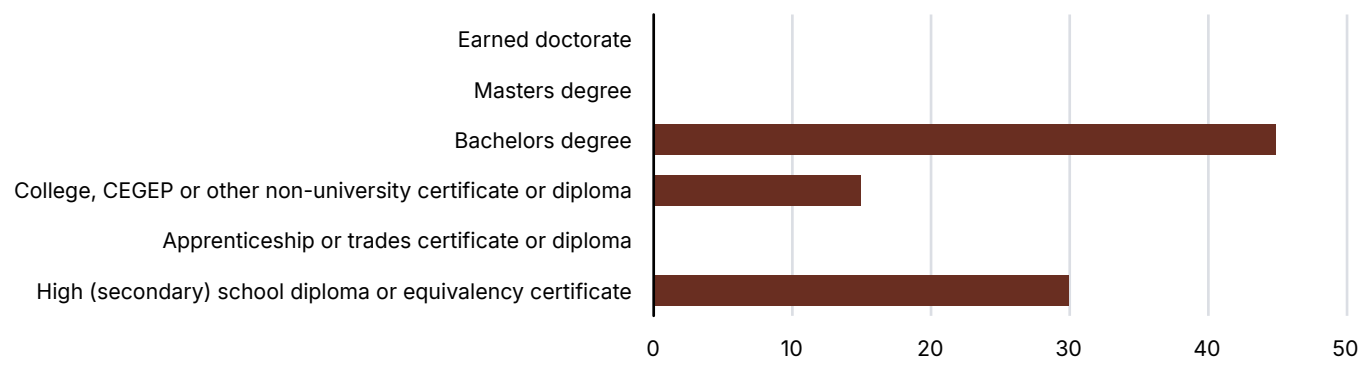


Figure 5.1: Shows the highest level of education completed by residents. It helps indicate the overall educational profile of the population. (Improvement District No. 4 Waterton, 2021)¹

In 2021, Improvement District No. 4 Waterton’s education profile was concentrated in a few credential levels. Among residents age 15 and over, 45 people had a bachelor’s degree, 30 had a high school diploma or equivalency, and 15 held a college or non-university certificate. Apprenticeship certificates and master’s degrees were both at zero, while no one was recorded with an earned doctorate. Over five years, high school and bachelor’s counts each rose by 50%, while apprenticeship and master’s levels fell to zero.

In 2021, the education profile of Improvement District No. 4 Waterton was concentrated in a few credential types among residents aged 15 and over in private households. The largest groups were bachelor’s degree holders, at 45 people, and high school graduates, at 30. Another 15 people reported a college, CEGEP or other non-university certificate or diploma. By contrast, no residents were recorded with an apprenticeship or trades certificate, a master’s degree, or an earned doctorate. The pattern suggests a small population with limited credential diversity.

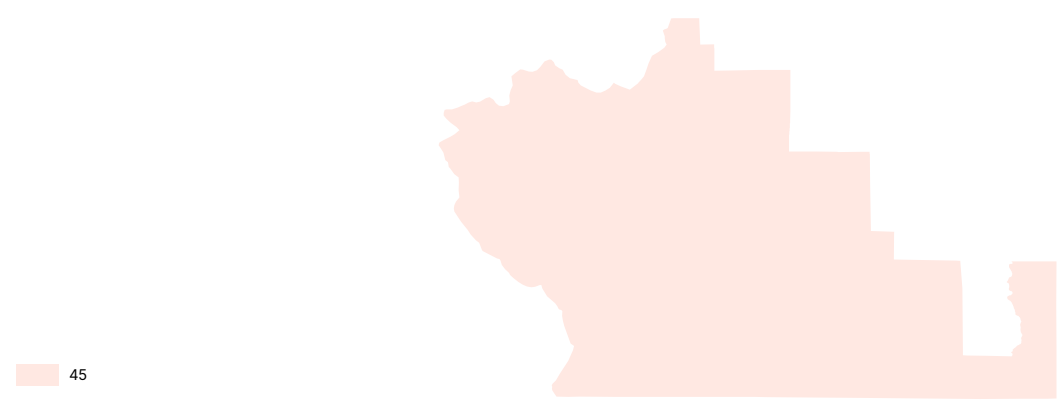


Figure 5.2: Distribution of Largest Group: Education Credential Ca - Bachelors degree (Improvement District No. 4 Waterton)¹

Work Activity

In 2021, worked part year and/or part time remained the largest group at 50 people, down 23.1% from 2016. Worked full year full time rose to 40 people, up 33.3%, while 25 did not work.

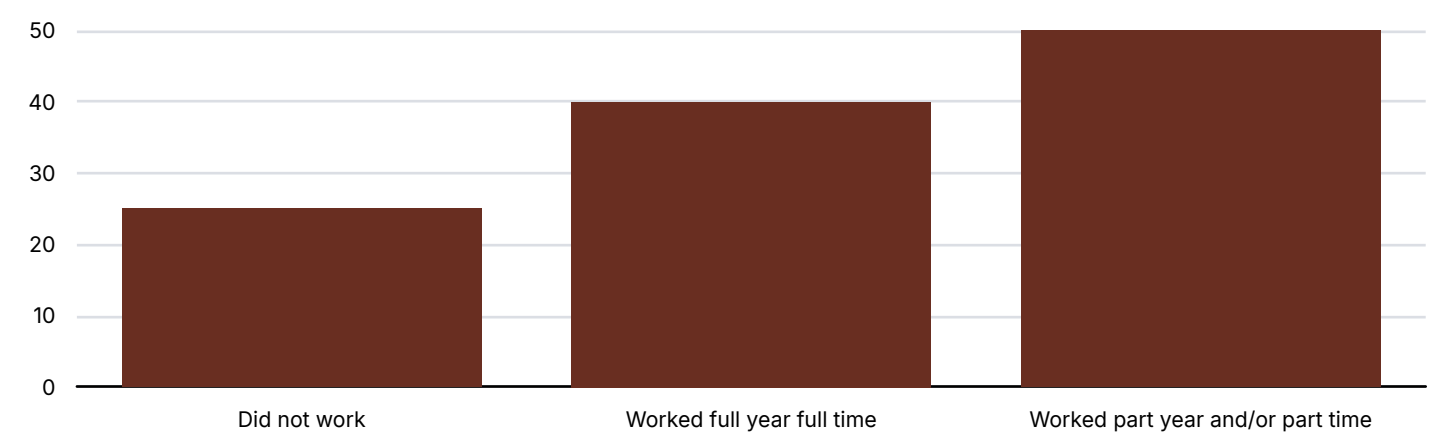


Figure 6.1: Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Improvement District No. 4 Waterton, 2021)¹

In 2021, work activity in Improvement District No. 4 Waterton was split across three groups among people aged 15 and over. Fifty people worked part year and/or part time, 40 worked full year full time, and 25 did not work. Over five years, full-year full-time work increased by 33.3%, while part-year and/or part-time work fell by 23.1%. The pattern shows a shift toward more sustained work activity, alongside a smaller pool with no work.

In 2021, work activity in Improvement District No. 4 Waterton was split among three groups of people aged 15 and over. The largest group worked part year and/or part time, at 50 people, followed by 40 who worked full year full time and 25 who did not work. Over five years, full-year full-time work rose by 33.3%, while part-year or part-time work fell by 23.1%. The pattern suggests a shift toward more sustained work activity.

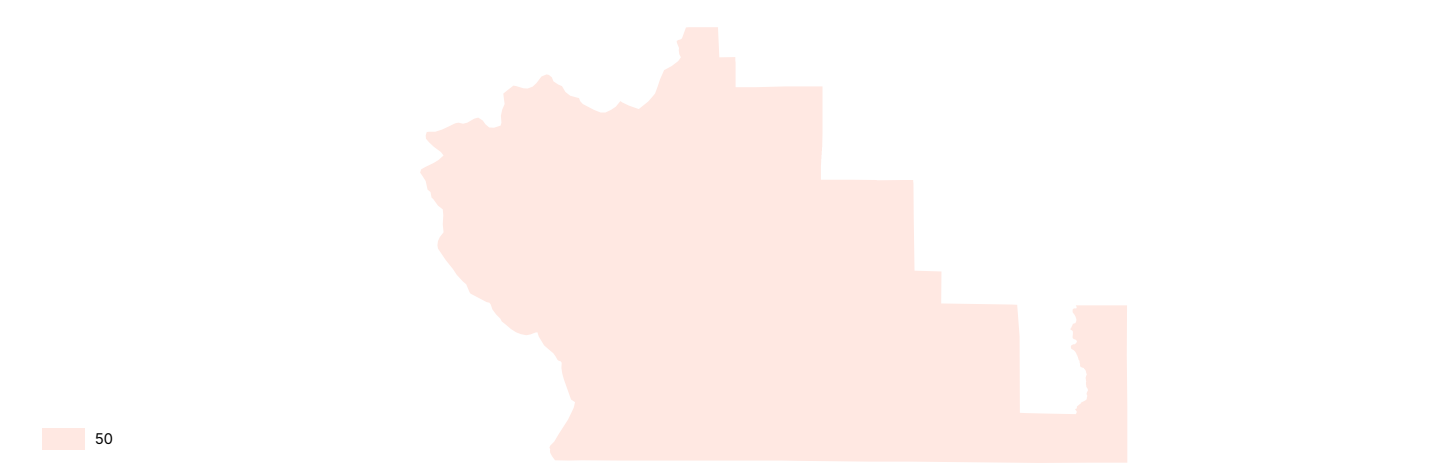


Figure 6.2: Distribution of Largest Group: Work Activity - Worked part year and/or part time (Improvement District No. 4 Waterton)¹

Class of Worker

Permanent positions were the largest worker class in Improvement District No. 4 Waterton in 2021, at 35 people. Casual, seasonal or short-term positions accounted for 20 people, while fixed-term positions had none.



Figure 7.1: Shows whether workers are employees, self-employed, or unpaid family workers. It helps indicate the structure of work in the local economy. (Improvement District No. 4 Waterton, 2021)¹

In 2021, the worker profile in Improvement District No. 4 Waterton was concentrated in permanent positions. Of the population aged 15 and over, 35 people were in permanent work, 20 were in casual, seasonal or short-term positions, and none were in fixed-term jobs of one year or more. The pattern suggests a small local workforce with a clear tilt toward ongoing employment, though the available data provide only a single-year snapshot rather than a trend over time.

In Improvement District No. 4 Waterton, the 2021 class of worker profile shows a small, concentrated workforce within the population aged 15 and over. Permanent positions account for 35 people, while casual, seasonal or short-term positions account for 20. Fixed-term jobs of one year or more are absent, with a value of 0. The pattern suggests a clear tilt toward permanent work, with some shorter-duration employment alongside it. With such a small count, each category has noticeable weight.

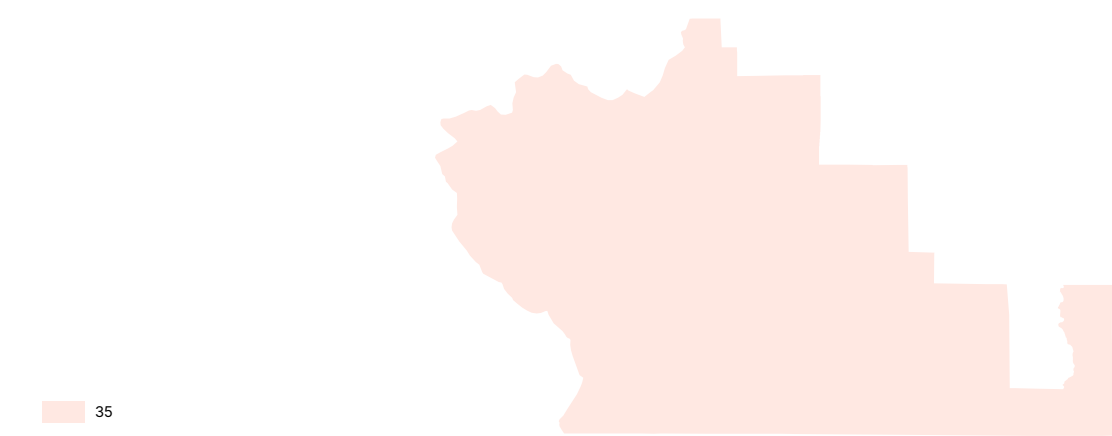


Figure 7.2: Distribution of Largest Group: Class Of Worker - Permanent position (Improvement District No. 4 Waterton)¹

Employment Rate

Improvement District No. 4 Waterton’s employment rate was 60.9% in 2021, down from 90.0% in 2016 and 100.0% in 2011, with a 32.3% decline over five years.

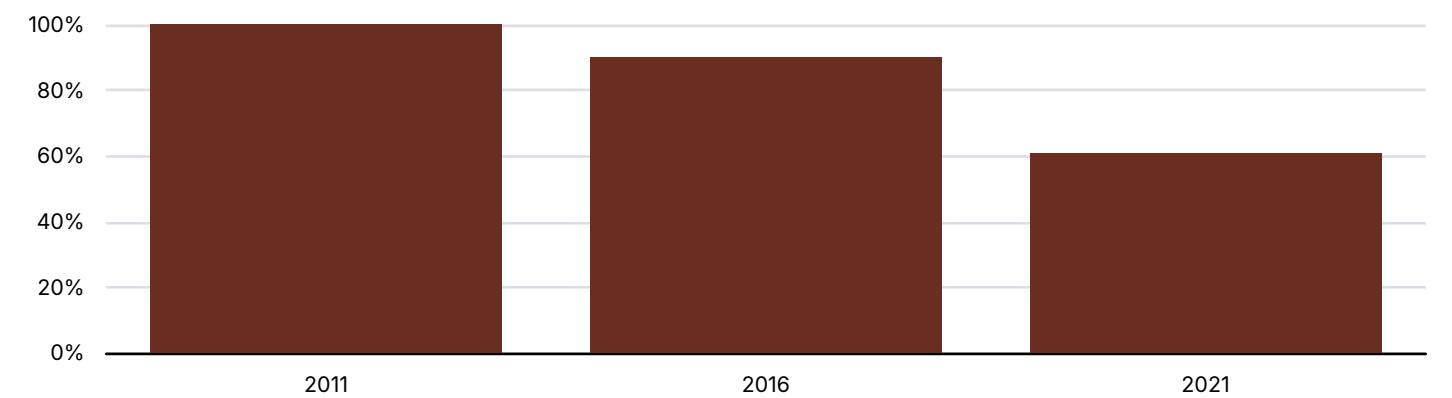


Figure 8.1: Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Improvement District No. 4 Waterton, 2011-2021)¹

Improvement District No. 4 Waterton's employment rate declined steadily across the available census points. In 2011, the rate was 100%, before easing to 90.0% in 2016 and then falling to 60.9% in 2021. The five-year change to 2021 was -32.3%, underscoring the sharpest drop in the most recent period. Within the working-age population, the pattern shows a clear downward trend over time rather than short-term stability.

Improvement District No. 4 Waterton had an employment rate of 60.9% in 2021, placing it among the stronger performers in this local comparison set. The rate was below Cardston County's 65.1% and Willow Creek No. 26's 68.7%, but above many nearby areas. It also sits slightly above Pincher Creek No. 9 at 61.6% and Cowley at 62.2%, while clearly exceeding Nanton's 58.4% and Claresholm's 47.2%. The district's rate fell from 90.0% in 2016 and 100.0% in 2011, showing a sharp long-term decline. That pattern suggests a recent softening, even though the 2021 level remains mid-to-upper range regionally.

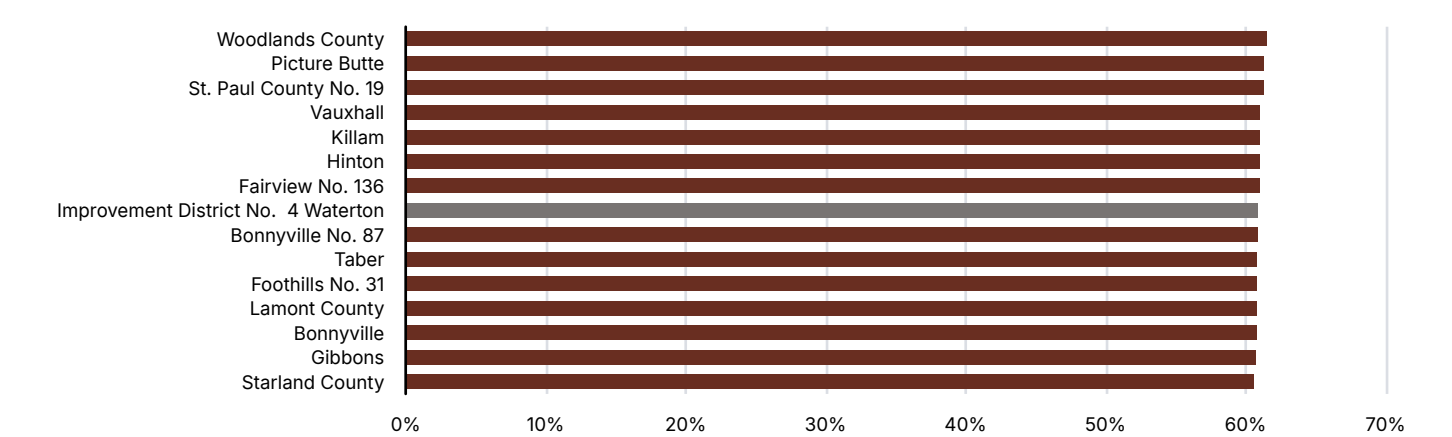


Figure 8.2: Comparison of Employment Rate with other locations (Improvement District No. 4 Waterton, 2021)¹

Work Activity

In 2021, worked part year and/or part time remained the largest group at 50 people, down 23.1% from 2016. Worked full year full time rose to 40 people, up 33.3%, while 25 did not work.

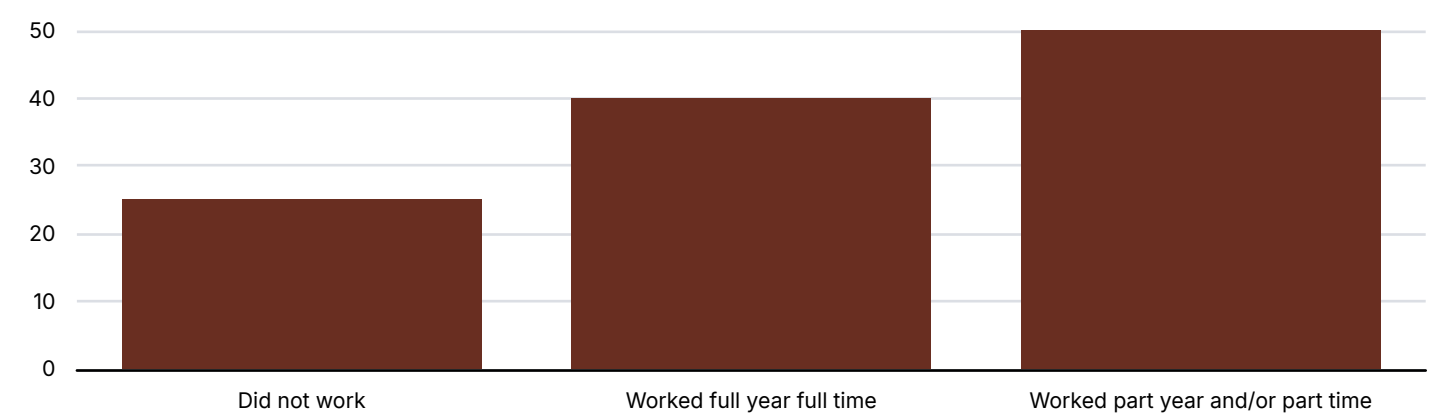


Figure 9.1: Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Improvement District No. 4 Waterton, 2021)¹

In Improvement District No. 4 Waterton, 2021 work activity shows a mixed pattern among residents aged 15 and over. The largest group worked part year and/or part time, at 50 people, while 40 people worked full year full time and 25 did not work. The five-year changes point in different directions. Full-year full-time work rose by 33.3%, while part-year and/or part-time work fell by 23.1%. The number who did not work is reported at 25, but no five-year change is provided for that group.

In 2021, work activity in Improvement District No. 4 Waterton showed a mixed pattern among residents aged 15 and over. The largest group worked part year and/or part time, at 50 people, followed by 40 who worked full year full time and 25 who did not work. Over five years, full-year full-time work rose by 33.3%, while part-year and part-time work fell by 23.1%. The figures point to a work profile with some recent shift toward more stable employment.

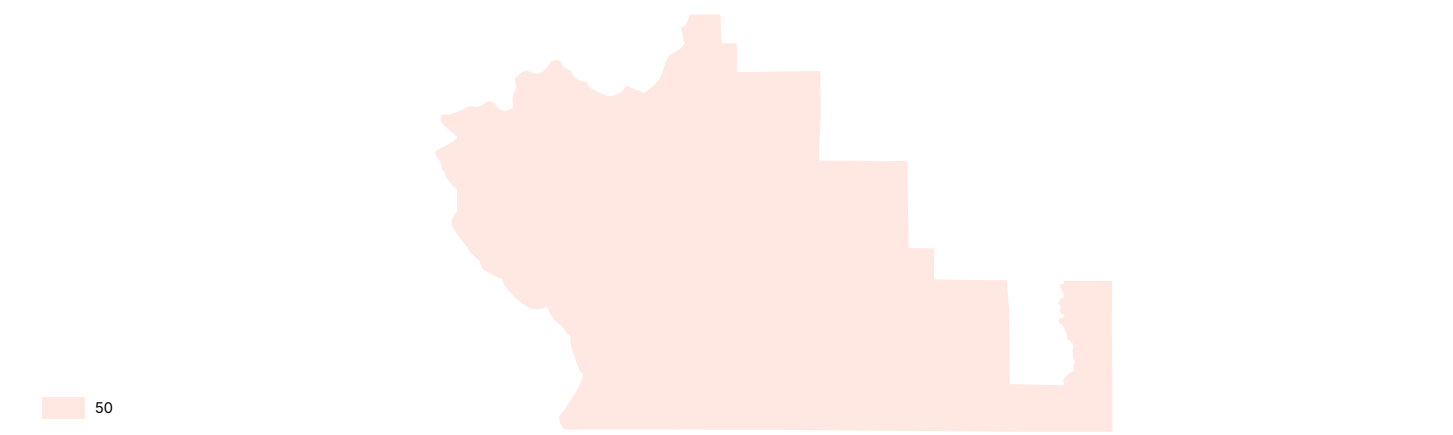


Figure 9.2: Distribution of Largest Group: Work Activity - Worked part year and/or part time (Improvement District No. 4 Waterton)¹

Labour Force Participation Rate

Improvement District No. 4 Waterton’s labour force participation rate was 65.2% in 2021, down 27.6% from 2016 and 27.7 percentage points from 2011, when it stood at 92.9%.

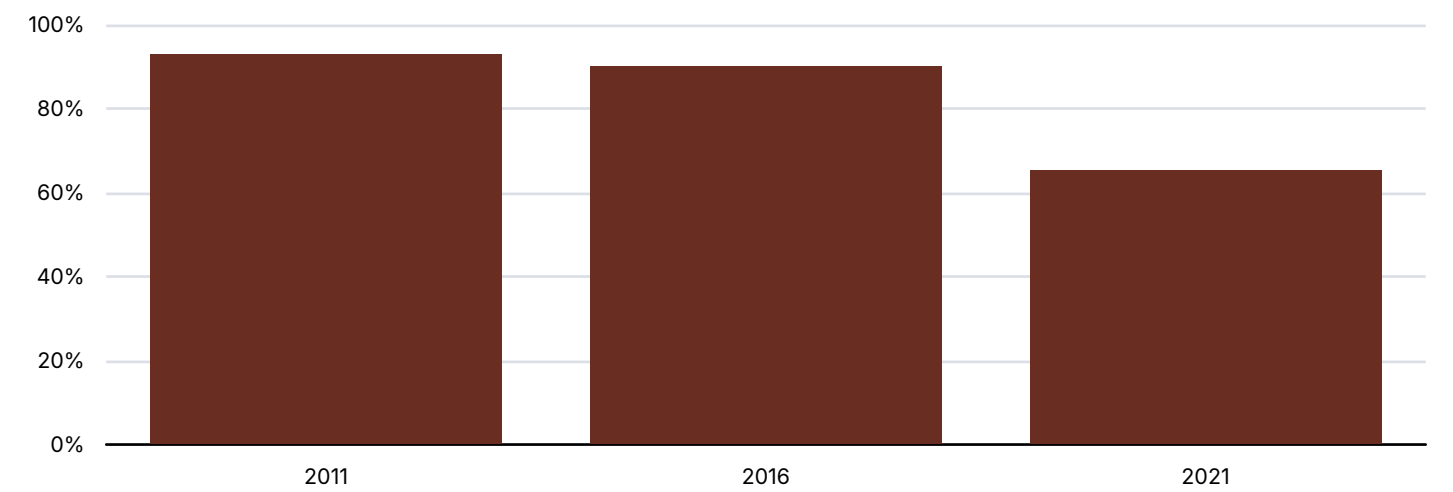
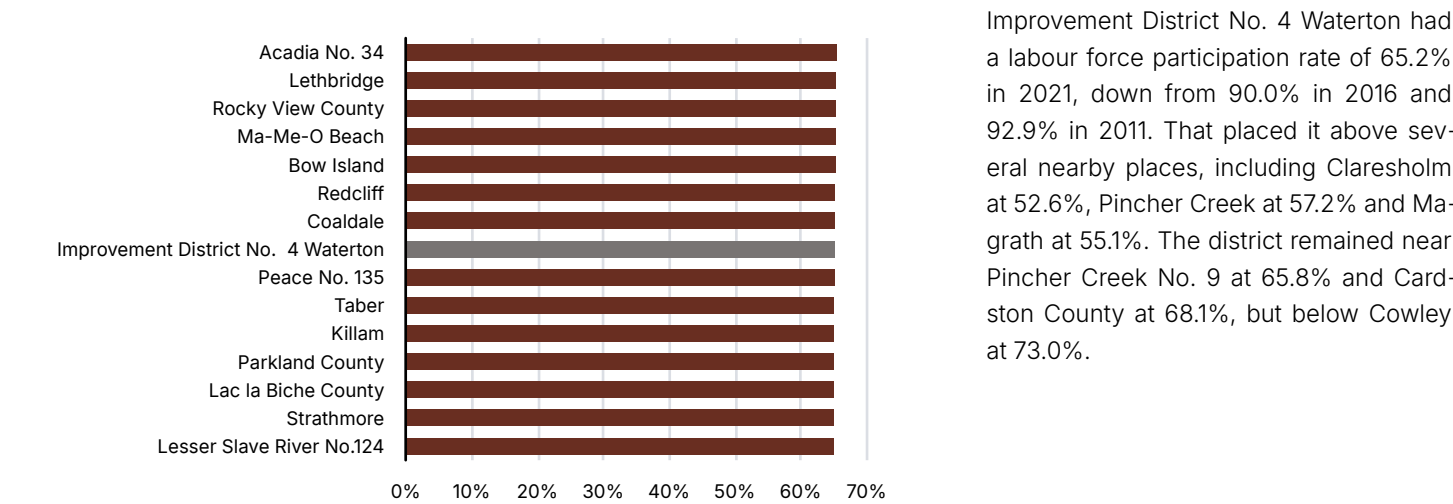


Figure 10.1: Shows the share of the working-age population that is employed or actively looking for work. It helps indicate the level of labour market engagement. (Improvement District No. 4 Waterton, 2011-2021)¹

Improvement District No. 4 Waterton’s labour force participation rate fell sharply over the decade, showing a clear downward trend in labour market engagement among the total population. In 2011, the rate stood at 92.9%. By 2016, it had eased to 90.0%, a 3.1% decline over five years. The larger shift came by 2021, when the rate dropped to 65.2%, down 27.6% from 2016. The pattern suggests a location that remained very high in 2011 and 2016, then moved much lower by 2021. Because the dataset provides only these three census points, it does not show what drove the change. Source: Statistics Canada, Census Profile



Improvement District No. 4 Waterton had a labour force participation rate of 65.2% in 2021, down from 90.0% in 2016 and 92.9% in 2011. That placed it above several nearby places, including Claresholm at 52.6%, Pincher Creek at 57.2% and Ma-grath at 55.1%. The district remained near Pincher Creek No. 9 at 65.8% and Card-ston County at 68.1%, but below Cowley at 73.0%.

Figure 10.2: Comparison of Labour Force Participation Rate with other locations (Improvement District No. 4 Waterton, 2021)¹

Employment Rate

Improvement District No. 4 Waterton’s employment rate was 60.9% in 2021, down from 90.0% in 2016 and 100.0% in 2011, with a 32.3% decline over five years.

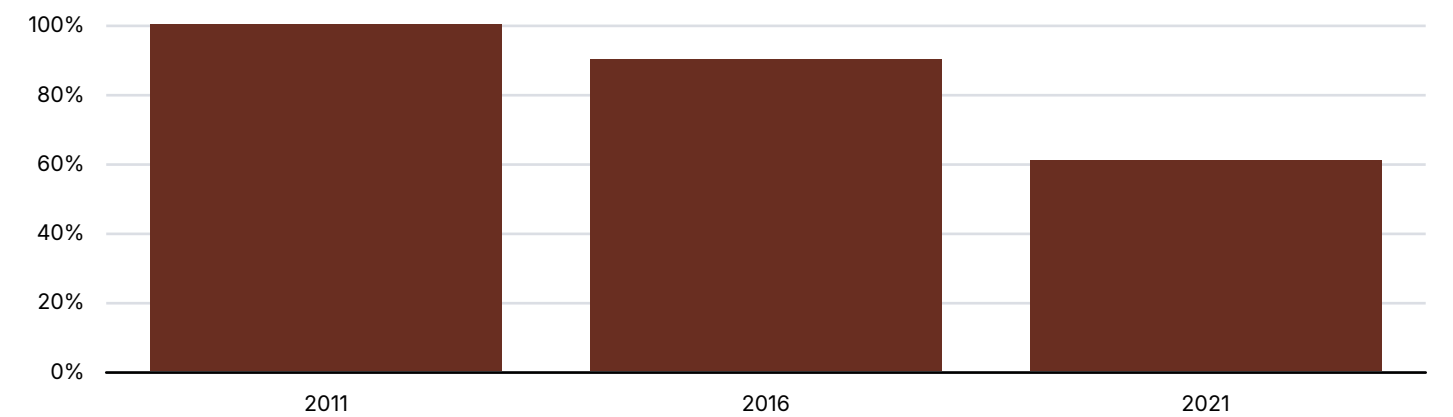


Figure 11.1: Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Improvement District No. 4 Waterton, 2011-2021)¹

Improvement District No. 4 Waterton’s employment rate has declined steadily across the available censuses, showing a clear downward trend in the labour force aged 15 years and over. The rate was 100% in 2011, slipped to 90.0% in 2016, and then fell to 60.9% in 2021. The five-year change underscores that recent decline, with a drop of 32.3 percentage points from 2016 to 2021. With only these time points available, the main pattern is not volatility but a sustained weakening in employment participation over the decade.

Improvement District No. 4 Waterton had an employment rate of 60.9% in 2021, down from 90.0% in 2016 and 100.0% in 2011. Within the labour force aged 15 years and over, that places it near the upper end of the local comparison set, though below some nearby districts. By 2021, it was slightly below Pincher Creek No. 9 at 61.6% and Cowley at 62.2%, but above Claresholm at 47.2%, Fort Macleod at 51.5%, and Cardston at 50.5%. The five-year change of -32.3 points was among the sharpest declines in the group.

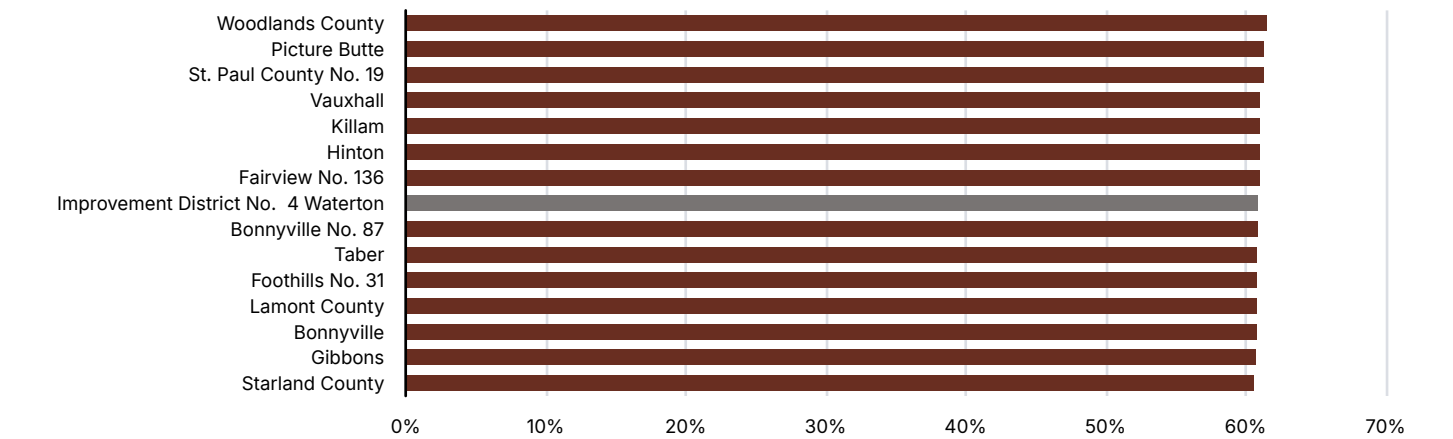


Figure 11.2: Comparison of Employment Rate with other locations (Improvement District No. 4 Waterton, 2021)¹

Labour Force Status

In Improvement District No. 4 Waterton, employed residents remained the largest group in 2021 at 70.0%, down from 90.0% in 2016. Those not in the labour force rose to 40.0%, while unemployed was 10.0%.

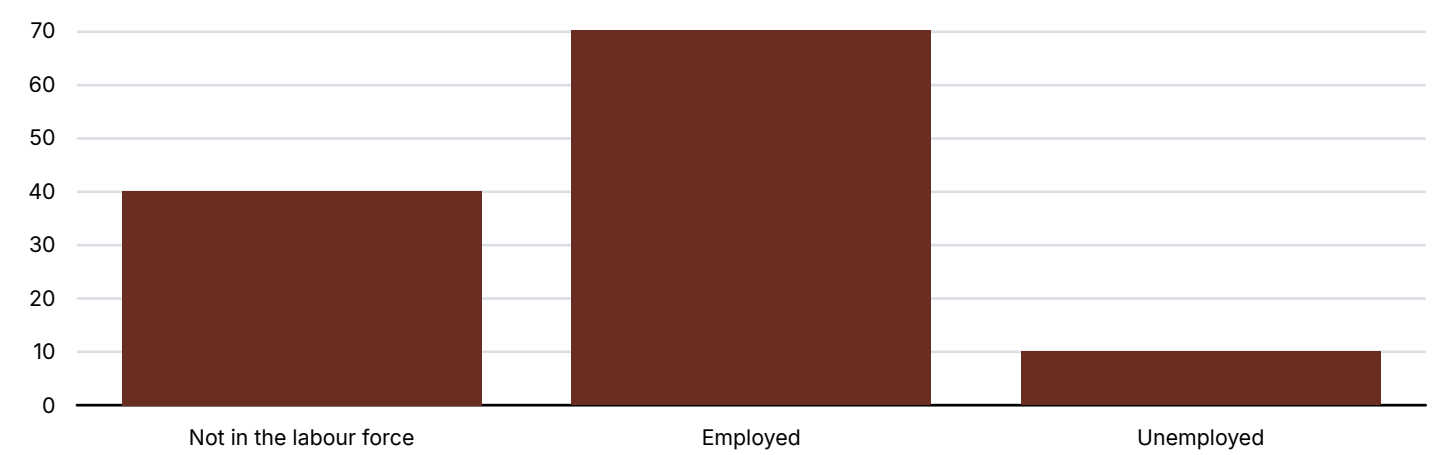


Figure 12.1: Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Improvement District No. 4 Waterton, 2021)¹

In 2021, labour force status in Improvement District No. 4 Waterton was characterized by a relatively small labour market and a larger group not in the labour force. Among residents aged 15 and over, 70 people were employed, 10 were unemployed, and 40 were not in the labour force. Employment was the largest category, while unemployment remained low in count terms. The non-participating group was smaller than the employed group but still substantial. Taken together, the figures show a community where most adults counted in this measure were working, with a smaller share seeking work and another segment outside the labour force. The pattern is a simple snapshot of participation in 2021 rather than a trend over time.



In 2021, the labour force status profile for Improvement District No. 4 Waterton showed 70 employed people, 40 not in the labour force, and 10 unemployed among residents aged 15 and over. Employment was the largest category, accounting for a clear majority of the 120 people counted. Those not in the labour force made up a sizeable minority, while unemployment was the smallest group. The pattern suggests a small labour market with more residents working than outside the labour force or seeking work.

Figure 12.2: Distribution of Largest Group: Labour Force Status - Employed (Improvement District No. 4 Waterton)¹

Resident Labour Force

Arts, entertainment and recreation remained the largest group at 30 people in 2021, unchanged from 2016. Retail trade and other services each counted 10 people, while several sectors fell to zero.

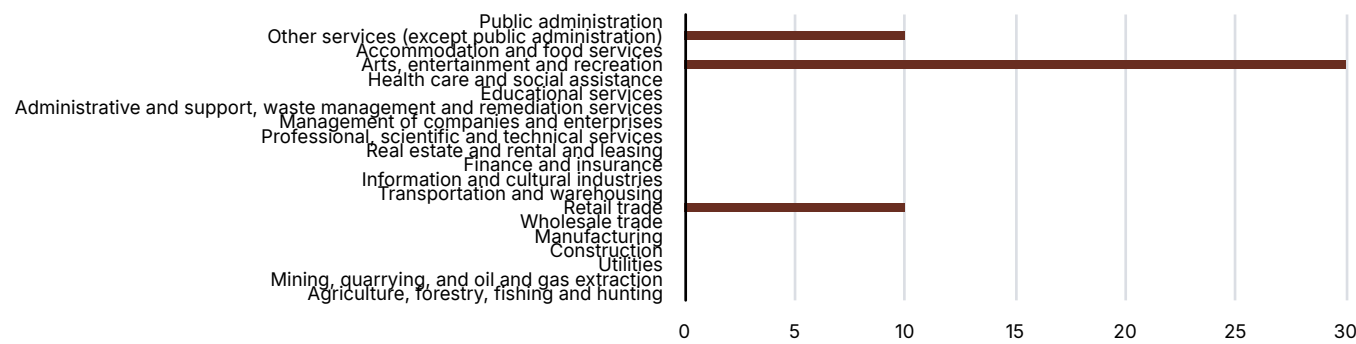


Figure 13.1: Shows the number of residents who are in the labour force. It helps indicate the size of the locally available workforce. (Improvement District No. 4 Waterton, 2021)¹

In 2021, Improvement District No. 4 Waterton's resident labour force was concentrated in a few service-related sectors. Arts, entertainment and recreation accounted for 30 people, while retail trade and other services (except public administration) each had 10. Most other sectors reported no resident labour force. The pattern suggests a very narrow employment base within the local workforce. Several sectors, including transportation, information, administrative support, and accommodation and food services, fell to zero after previous activity, while retail and arts-related work remained present.

In 2021, Improvement District No. 4 Waterton had a very small resident labour force, with activity concentrated in a few service industries. Arts, entertainment and recreation accounted for 30 people, while retail trade and other services (except public administration) each accounted for 10. All other listed industries were recorded at 0. That pattern leaves the labour force narrowly based and heavily tilted toward consumer-oriented services. Several sectors, including accommodation and food services, transportation and warehousing, and administrative and support services, were also at 0 or showed no recent change, reinforcing the limited breadth of local employment.

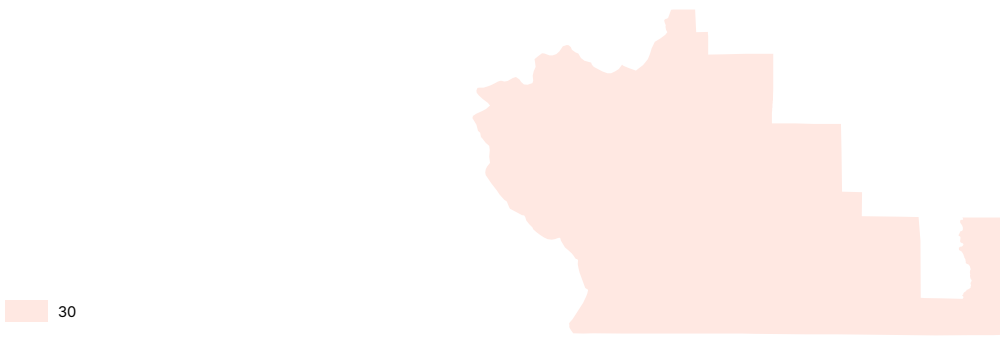


Figure 13.2: Distribution of Largest Group: Industry Sector - Arts, entertainment and recreation (Improvement District No. 4 Waterton)¹

Employment by Sector

Accommodation and food services remained the largest employer in 2025 with 330 people, down 9.8% from 2024 but up 31.0% over five years. Health care rose to 10 people, up 900.0% year over year.

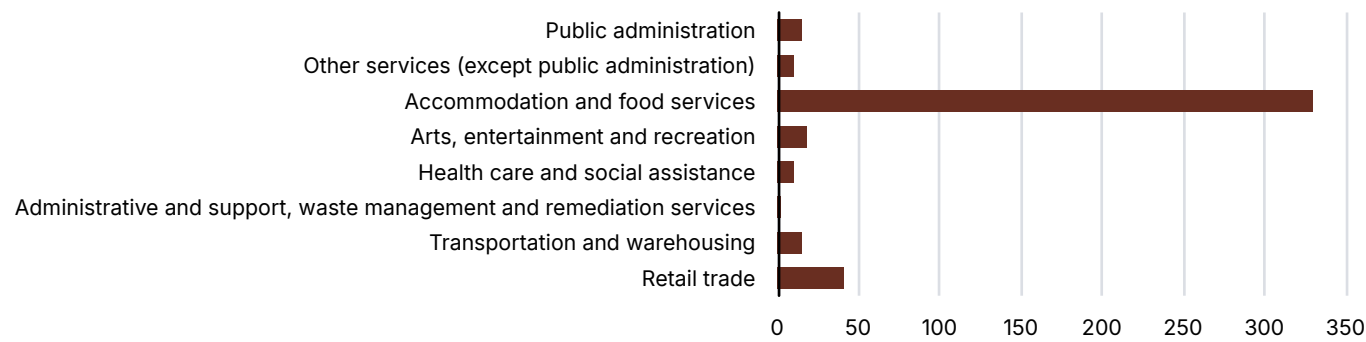


Figure 14.1: Shows how employment is distributed across industry sectors. It helps indicate which sectors account for the largest share of local jobs. (Improvement District No. 4 Waterton, 2025)²

In 2025, employment in Improvement District No. 4 Waterton was concentrated in accommodation and food services, which accounted for 330 jobs, far more than any other sector. Retail trade followed at 41 jobs, while arts, entertainment and recreation had 18 and transportation and warehousing and public administration each had 15. Recent trends were mixed. Accommodation and food services fell 9.8% over one year but remained 31.0% higher than five years earlier. Arts, entertainment and recreation dropped 35.7% over the year after a 200.0% five-year gain, while health care and social assistance rose sharply from a very small base.

Employment in Improvement District No. 4 Waterton is highly concentrated in accommodation and food services, which accounts for 330 people, far more than any other sector. Retail trade follows at 41 people, while arts, entertainment and recreation has 18 and transportation and warehousing 15. Health care and social assistance and public administration each employ 10 to 15 people. The pattern points to a job base centered on visitor-serving services, with smaller support roles spread across a few other sectors.

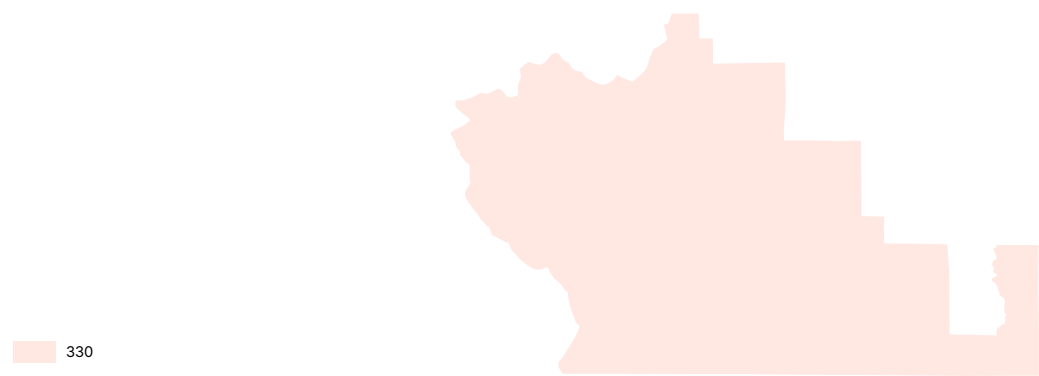


Figure 14.2: Distribution of Largest Group: Naics - Accommodation and food services (Improvement District No. 4 Waterton)²

Employed Residents by Occupation

In 2021, business, finance and administration occupations were the largest group at 20 people, tied with sales and service occupations. Natural resources, agriculture and related production occupations fell to zero from 15 in 2016.

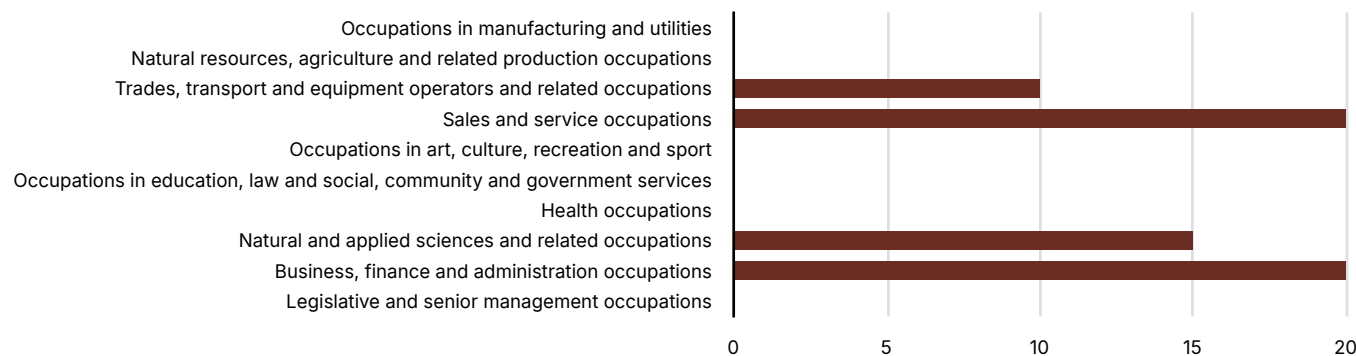


Figure 15.1: Shows the occupations held by employed residents. It helps indicate the community's skill mix and the kinds of work people do. (Improvement District No. 4 Waterton, 2021)¹

In 2021, employed residents of Improvement District No. 4 Waterton were concentrated in a few occupation groups, with a modest mix across the labour force aged 15 years and over. Sales and service occupations and business, finance and administration occupations each accounted for 20 people, while natural and applied sciences and related occupations had 15 and trades, transport and equipment operators and related occupations had 10. Several other groups were recorded at zero. Over five years, sales and service rose by 100%, while business, finance and administration fell by 20%.

In Improvement District No. 4 Waterton, employed residents in 2021 were concentrated in a few occupation groups within the labour force aged 15 and over. Sales and service occupations and business, finance and administration occupations each accounted for 20 people, while natural and applied sciences had 15 and trades, transport and equipment operators had 10. Several fields, including management, health, education, and manufacturing, recorded no employed residents. Source: Statistics Canada, Census Profile.

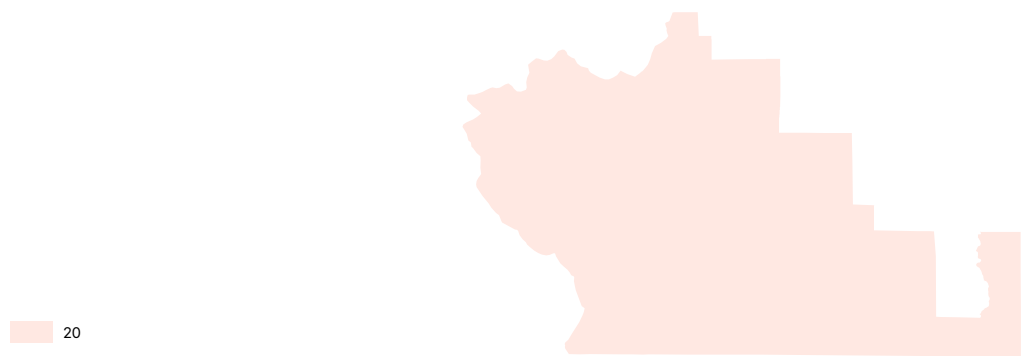


Figure 15.2: Distribution of Largest Group: Occupation - Business, finance and administration occupations (Improvement District No. 4 Waterton)¹

Data Sources

1. Statistics Canada, Census Profile. Published in Dec 15, 2022.
2. Statistics Canada, Business Register; Localintel, Employment by Industry Estimates of Census Areas. Published in Mar 13, 2026.

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